

Regular Meeting of the Pawtucket School Committee

Tuesday, October 15, 2013, 6:00 PM

Jenks/JMW Complex for the Performing and Visual Arts Media Center

350 Division Street, Pawtucket RI 02860

Minutes

I Meeting will come to order

The Chairman, Mr. Tenreiro, called the meeting to order at 6:02 PM.

a. Roll call

Mr. Araujo-here; Ms. Bonollo-here; Ms. Cano-here; Mr. Coughlin-here; Mr. Spooner-here; Mr. Tenreiro-here

Also in attendance were Mrs. Deborah Cylke, Superintendent of Schools, Ms. Patti DiCenso, Secondary School Performance Officer, Ms. Kathleen Suriani, Elementary School Performance Officer, Ms. Melissa Devine, Chief Financial Officer, Mr. Winikur, SBS and Mr. Stephen M. Robinson and Ms. Vicki Bejma, Legal Counsel for the School Committee.

Ms. Nordquist arrived at 6:07 PM

b. Pledge of Allegiance

The Chairman, Mr. Tenreiro, led the audience in the Pledge of Allegiance.

II Special Reports of Student Representatives

Charles E. Shea High School

None

William E. Tolman High School

Joshua, the Senior Class President reported that the fall sports were

coming to an end. The Cross Country team competed in Manhattan. Tolman's open house is on the 22nd and the spaghetti dinner was successful. The juniors were finishing up with NECAP testing in Math and the prom has been scheduled for May 16th.

Jacqueline M. Walsh School for the Performing and Visual Arts
None

III Recognition/Celebration

The Superintendent, Mrs. Cylke recognized Ms. Mary Parella for the recent Carol White PEP Grant award in which the Pawtucket School District is the recipient of \$575,000. This is a wellness grant and the District was recently notified and the Superintendent wanted to recognize Ms. Parella for her hard work.

IV Public Participation

Mr. Rodney Barber asked that the City Council and the School Committee keep in mind the safety of our children. Mr. Barber is retired from Verizon and offered to volunteer his time to the School District. There is no service that is so urgent, that they can't do the job, especially when it comes to the safety of the children of Pawtucket. Mr. Barber was informed that there are no cameras at the front doors of our school buildings and the cameras that are there are not working. Mr. Barber asked that the School Committee and City Council please keep children's safety a top priority.

V Executive Session

The Chairman, Mr. Tenreiro, commented that the Committee will possibly recess to executive session in accordance with provisions under Title 42, Chapter 46, Subsection 5 (a) (1) (job performance,

character, or physical/mental health) (2) (legal advice and litigation/collective bargaining) of the General laws of the State of R. I. for the purpose of discussing and or acting upon:

1. Legal Advice – Negotiations Pawtucket Teachers Alliance
2. Legal Advice – Consolidation
3. Legal Advice – Budget
4. Seal Executive Session Minutes

Ms. Bonollo moved to recess to executive session. Mr. Araujo seconded.

Roll call

Mr. Araujo-yes; Ms. Bonollo-yes; Ms. Cano-yes; Mr. Coughlin-abstain; Ms. Nordquist just arrived and did not vote; Mr. Spooner-yes; Mr. Tenreiro-yes

Motion passes five in favor; one abstention-Mr. Coughlin.

The Committee, with the exception of Mr. Coughlin, recessed to executive session from 6:31 PM to 6:58 PM.

VI Reconvene to open session

The Committee reconvened to open session at 7:02 PM.

1 Roll call

Mr. Araujo-here; Ms. Bonollo-here; Ms. Cano-here; Mr. Coughlin-here; Ms. Nordquist-here; Mr. Spooner-here; Mr. Tenreiro-here

VII Report out vote(s) of executive session of 10/15/13, if applicable
The Chairman asked the Clerk if there were any votes to report out of executive session.

The Clerk reported that the Committee voted unanimously to seal the

executive session minutes and to adjourn the executive session.

VIII Old Business/Action Item

1 Approval of Job Description – Parent and Community Engagement Coordinator

Mrs. Cylke informed the Committee that she was bringing back this job description with changes and was recommended their approval of this position.

Mr. Araujo commented that the employees who were the former facilitators will not lose their jobs.

Ms. Cano moved to approve the job description, Parent and Community Engagement Coordinator as recommended by the Superintendent, Mrs. Cylke. Ms. Bonollo seconded.

Voice vote carries all in favor.

IX Action Items

1 Re-Approval of August 6, 2013 Action Items

Mrs. Cylke commented that as a result of the Open Meetings Act, (OMA) complaint filed by Valley Breeze reporter, Ethan Shorey, the Attorney General's Office ruling states; "In this instance, we find no evidence that the School Committee knowingly or willfully violated the OMA, we have been asked to re-vote the agenda items of that August 6, 2013 meeting.

Mr. Spooner moved to approve action item 1, a. Approval of Recall of Certified Teacher(s); b. Approval of Certified Teacher(s)/Administrator; c. Approval of Certified Coaches and d. Approval of Bid Award for Ceiling Repair/Replacement at Several Public Schools all at the same time. Ms. Bonollo seconded.

Ms. Nordquist abstained from voting on items a through d from meeting of August 6, 2013. Ms. Nordquist was not in attendance at the meeting held on August 6, 2013.

a. Approval of Recall of Certified Teacher(s)

Mrs. Cylke commented that this evening they were asking the committee's approval for the following recalls:

Gary Magnotta Technology Teacher, Step 10 to Goff

Emilie Mendillo Business Teacher, Step 10 to Shea

Voice vote carried six in favor.

b. Approval of Administrator

Mrs. Cylke commented that they had conducted interviews for the JMW principal. She and the committee recommended Liz Fasteson, another home grown girl. Ms. Fasteson has earned the respect of the staff and students and is very deserving of this position.

Voice vote carried six in favor.

c. Approval of Certified Coaches

Mrs. Cylke recommended the approval of two assistant football coaches at Tolman High School:

Kevin Matos and Brandon Dupont.

Voice vote carried six in favor.

d. Approval of Bid Award—Ceiling Repair/Replacement at Several Public Schools

Mrs. Cylke commented that we asked Rowse to inspect those schools with ceiling issues. The rooms with issues were closed.

We received five bids and the low bid was J. J. Cardosi, the second was Ahlborg and the third was Freeport

General Contracting. We are currently working with J. J. Cardosi on a \$4M project. They came in at \$742,400.

Voice vote carried six in favor.

2 Approval of Certified Appointment(s)

Mrs. Cylke: We are recommending for your approval this evening the following certified appointments:

Ashlee Whitehead, Baldwin Elementary Gr. 1-2 split ESL, Step One, One Year Position

Brianne Burbank, Cunningham Elementary, Kindergarten, Step One, One Year Position

Sarah Ferry, Goff Junior High, Music Teacher, Step One, One Year Position

Molly Hammell, Slater Junior High, Music Teacher, Step One, One Year Position

Matthew Tessitore, Tolman High, Science Teacher, Step Two with masters, One Year Position

C. Richard Koster, Jr. , Slater Junior High, English/Language Arts/Literacy, Step 7 with Masters, One Year Position

Mr. Araujo: Did you take into consideration the total cost of moving all sixth graders?

Mrs. Cylke: I believe it was an additional cost.

Ms. Suriani: Yes, it was.

Ms. Nordquist moved to approve the certified appointments as recommended by the Superintendent, Mrs. Cylke. Mr. Araujo seconded.

Voice vote carried all in favor.

3 Approval of Coaching Appointment(s)

Mrs. Cylke: We are recommending for your approval the following certified coaching appointments:

Mark Carrara, Assistant Football Coach, Shea High

Theo Murray, Varsity Football Assistant Coach, Tolman High

Candy Turner, Girls' Tennis Head Coach, Tolman High

Bradford Cabral, Girls' Tennis Assistant Coach, Tolman High

Lauren Estrada, Head Swim Coach, Tolman High

Kelly Gilheeney, Assistant Swim Coach, Tolman High

Augustino J. LaScola, Assistant Girls' Soccer Coach, Tolman High

Ms. Nordquist moved to approve the certified coaching appointments as recommended by the Superintendent, Mrs. Cylke. Ms. Cano seconded.

Voice vote carried all in favor.

4 Approval of Non Certified Appointment(s)

None

5 Approval of Pawtucket School Department Facilities Master Plan

Mrs. Cylke: The State will be lifting the moratorium on funds for building in July, 2014 and we must have School Committee approval to move forward. You are not approving a dollar amount or phasing plan. Once we meet with Mayor, Planning and Redevelopment Team and find out what we can bond, we can work the plan. Without a plan we can't go forward.

Mrs. Cylke introduce Jon Winikur from SBS and Ed Frenette from SMMA.

A PowerPoint presentation of Master Plan is narrated by Mr. Winikur.

Mr. Winikur: It's been a month and we had an opportunity to meet with the Mayor and in terms of tonight we ask you to reference what you see on the screen. Tonight we want to present you with the highlights of the Master Plan. This is important primarily how you best want to craft your facilities and how the facilities will best meet your educational objectives of the community while at the same time solving the existing issues. Whether they're space related or condition related. It's also key related to RIDE reimbursement process and it does set the stage for how you will move forward and draft a specific plan and have it implemented. The issue is to approve the Master Plan that best meets your requirements and everyone needs to approve a plan you all endorse.

The RIDE Necessity of Construction is multi-staged. You need to come to a consensus to submit to RIDE (Rhode Island Department of Education) and they have a seventy five percent reimbursement rate available to you with this plan. Costs get solidified with the City so that they are meeting your objectives. Stage II is developing a solution as to what the problem is. That is the process we are entering into now. Stage I is defining a legitimate health and safety need. It was approved by RIDE in the summer of 2011. Since that time SMMA has been working closely with the subcommittee and coming up with those objectives and options and that's really moving us into the early stages of Stage II. That's where we are now. Working out phasing issues, working on cost issues and getting independent contractors so that real dollars are known. Looking at logistics and working through with all of the community members

and making sure that this is something that is still something that is desirable to move forward with. It needs RIDE approval, your approval and City Council approval and then goes to State Board of Education and the Board of Regents level and ultimately legislative approval and then it would be ready for the taxpayers to have their voice heard.

This is a sequential process.

Mr. Tenreiro: It's important to note that Stage I brings us to that 30,000 foot level and Stage II brings us to that 10,000 foot level and yet there's still so much work that needs to be done cooperatively with so many groups and ultimately ending with the voters having their say. We're currently at a stage where we have to approve a Master Plan to move forward with everything else. The Stakeholders group; is that your job or the School Districts?

Mr. Winikur: As we get more granular, it's us working with the School District. There are questions and people want answers.

Mr. Spooner moved to approve the Pawtucket School Department Facilities Master Plan. Ms. Nordquist seconded.

Ms. Bonollo: Move the question.

Ms. Bonollo: Is this on our website?

Ms. Cylke: We want to hold multiple public meetings with community involvement, it's what RIDE requires us to do. It may not be the popular plan, but we see this plan addresses our problems. We must be sensitive to our parents and students.

Ms. Bonollo: If someone reads about this and wants more information, where do they go?

Mr. Araujo: I would like to be invited to the presentation to the City Council.

Roll call

Mr. Araujo-yes; Ms. Bonollo-yes; Ms. Cano-yes; Mr. Coughlin-no; Ms. Nordquist-yes; Mr. Spooner-yes; Mr. Tenreiro-yes

Motion carries six in favor; one opposed-Mr. Coughlin.

6 Approval of IT Memorandum of Understanding – 6 month Extension

Mrs. Cylke: We are recommending to renew the IT Consolidated MOU for six months. Our goal is to continue discussions in consolidation.

I'm a big believer in matrix. I'm asking Hersh to keep logs to be sure that the needs of the City and the Pawtucket School District are being met.

Mr. Cristino: We had a great start with this first implementation on July 1st. We hired three technicians and a fourth in August and Paul went out on a leave. Paul just returned today. Two years ago, we lost a technician for two months, so we haven't had a full department.

We've rolled out computers in the first grade. We have an infrastructure that has aged. We have some difficulty with connectivity issues. Hopefully we receive an award for some infrastructure.

Mr. Spooner moved to approve the current IT MOU for an additional six months, through February, 2014. **Ms. Cano** seconded.

Mr. Araujo: I'm not sure why we have to extend it.

Mr. Robinson: My recollection is three months from now, it could be extended for a full year.

Mrs. Cylke: No, we're just being prudent. Hersh may come back in

February, 2014.

Mr. Cristino: We have Connect II with Cox for students who receive free lunch.

Voice vote carried all in favor.

7 Approval of First Reading of Revised School Committee Policies-Series 1000

Mrs. Cylke: Submitted for your first review this evening is the 1000 Series: School Committee and the Community. We ask that if you have any questions to get them to the Clerk who will get them to Mr. Honnen or tonight, make corrections and or questions. Al Honnen will attend the next meeting to address any revisions or questions from you. This series has been reviewed by legal counsel.

Tonight we are recommending the first reading of the 1000 Series: School Committee and the Community for your approval.

Ms. Bonollo: All items don't get highlighted can he keep a running list? I want to see what is being eliminated.

Mr. Spooner moved to approve the first reading of the School Committee Policies-Series 1000: School Committee and Community.

Ms. Bonollo seconded.

Voice vote carried all in favor.

8 Approval of FY14 Budget Revisions

Mrs. Cylke: A budget is a dynamic rather than static document and must regularly be reviewed and revised. We are one quarter into this fiscal year and have hired necessary personnel to address increased enrollment. Cost of additional personnel is \$452,655.00 in addition, a bid for emergency ceiling repairs was approved on August 6, 2013 for

\$742,400.00. Abatement of discovered asbestos has increased the cost of repairs by about approximately 8%. The total cost of ceiling repairs is \$803,329.81. Savings have also been identified as shown on the attached spreadsheet totaling \$312,127.00. The FY14 quarterly revision is required to balance the budget.

Ms. Devine: We want to recommend FY14 budget revisions for you to approve.

On July 10, 2013 the budget was balanced. What was unknown at that time were the actual total cost of the ceiling repairs and contract allocations.

The ceiling repairs were originally \$742,400 but as a result of several change orders due to asbestos, the costs were increased by approximately 8% bringing the new total for ceiling repairs to \$803,329.

Expense increases include ceiling repairs at \$803,329.81 and adjusted salary and fringe based on actual student enrollment and hired staff at the cost of \$452,655.00 for a total estimated additional cost of \$1,255,984.81.

Expense decreases include various open positions-savings:

Open positions salaries and fringe benefits—teacher technology coordinator, science coordinator, operations officer, HR director (.66FTE), special education director; \$161,348.

Open positions in the process of being filled; administrative assistant to Superintendent, grant & resource accountant and receptionist; \$22,379.

Medical and Dental savings –retiree loss of coverage at age 65

\$99,000.

Think Through Math/Dreambox/SMI savings \$25,000.

Alert Now savings \$4,400.

Total Additional savings \$312,127.

Total revenue unchanged from July 10, 2013 \$102,868,674.

Total expenditures \$103,812,532; Total expenditures by July 10, 2013 \$102,868,674, additional costs \$1,255,985, additional savings \$312,127 = \$103,812,532 revised expenditures October 15, 2013.

Projected deficit October –FY14 (\$943,858)

We are recommended to reduce the FY13 unaudited surplus to balance the FY14 budget deficit (\$943,858).

FY13 projected general fund surplus \$1,004,247

FY13 projected medical reserves net IBNR* \$830,174

Remaining FY13 unaudited fund balance \$890,563.

R. I. G. L. 16-2-9 (26) (d) The school committee of each school district shall be responsible for maintaining a school budget which does not result in debt.

***IBNR are the medical expenses that are incurred but not yet reported.**

Mr. Coughlin moved to use FY13 unaudited surplus to balance the FY14 budget deficit of (\$943,848). Mr. Araujo seconded.

Ms. Nordquist: the sub pay was supposed to increase to \$100. Has that happened?

Mrs. Cylke: I will look into that.

Mr. Coughlin: The surplus was \$1.8M, we were going to plug that back.

Mrs. Cylke: Not that \$1.8M—the original \$1.8M was in the forecast. We had special education expenses that were unexpected.

Mr. Coughlin: If we reduce it by \$940,000, what was there from the general funds that is going to disappear?

Mr. Tenreiro: Use \$890,000.

Mrs. Cylke: The medical reserves is to be used for FY12 deficit.

Mr. Coughlin: But we won't know if the City is going to approve that.

Mrs. Cylke: No.

Ms. Bonollo: Are all the medical expenses in yet?

Mrs. Devine: They are an unaudited expense.

Ms. Bonollo: If we apply it all back to 2012 and if we experience unexpected repair, we have to come back, correct?

Mrs. Cylke: Yes. FY13 UCOA accounts are out and Pawtucket is 34 out of 36.

Ms. Bonollo: Our oldest building is 100 years old and our youngest building is 37.

Mrs. Cylke: The Shea pool tile is falling and potentially falling on children. The engineering firm is saying they don't believe the ceiling is stable. We have requested a second opinion. We don't have a large budget to address these issues.

Ms. Bonollo: We have deferred maintenance for a long time.

Ms. Cano: I've been personally touring the schools. On July 10, we approved a balanced budget. We need to have some reserves. The meeting tomorrow with the City, do they expect to take that money to cover their deficit?

Mrs. Cylke: I don't want to speak for them, but based on my

experience, the answer would be yes. I can share your concerns.

Mr. Tenreiro: Whatever the expectations, it requires an active vote.

Mr. Coughlin: The auditor general says we have to pay. Is the medical reserve balanced or are we shipping it back?

Mr. Tenreiro: Tom?

Mrs. Cylke: In an original letter to Dennis Hoyle, we would use \$1.8M and the City would pay \$400,000 for a total of \$2.2M. We would seek approval to delay the FY12 budget deficit reduction plan until we determine FY13.

Mr. Hoyle has contacted the City and the City has contacted us and we will get together.

Mr. Coughlin: So we can get together?

Mrs. Cylke: School districts got together and GASB 54 are technically part of your surplus and 13 months ago you advised me not to use them.

Mr. Coughlin: So right now we have to use them? We don't have any projected figures for our teachers, we don't have any cushion for non-certified?

Mr. Tenreiro: We do for the non-certified.

Mr. Coughlin: We don't for administrators from what Ms. Cano and Ms. Bonollo are saying.

Mr. Conlon: We are talking about the IBNR.

Mr. Coughlin: What happened two years ago?

Mr. Conlon: We increased funding from 12 to 14% with the matured group. We went from 300 retirees to just 200.

Mrs. Devine: The IBNR are included and are all accounted for. We've

gone through September the doctors have submitted those bills.

Mr. Coughlin: All the other things could come back and kill us?

Mrs. Cylke: When you have the Potter Burns ceilings.

Mr. Coughlin: Get a table of the school districts, Pawtucket is at 20% and is one of the lowest percentage. Anyone can tell we are being underfunded.

Mr. Spooner: What is 1% increase to teachers' contract?

Mr. Tenreiro: \$500,000.

Mr. Spooner: Move the vote.

Mr. Coughlin: The budget is a question you have to make revisions.

Mrs. Cylke: You have to look at the benefits package.

Mr. Conlon: One percent \$500,000; 6.75% fica and Medicare; 12.65% pension.

Ms. Bonollo: So it's not in the budget?

Mr. Conlon: No.

Roll call:

Mr. Araujo-yes; Ms. Bonollo-yes; Ms. Cano-yes; Mr. Coughlin-yes; Ms. Nordquist-yes; Mr. Spooner-no; Mr. Tenreiro-yes

Motion passes six in favor; one opposed- Mr. Spooner.

X Presentation/Discussion Items

1 Monthly Financial Report

Mrs. Devine reported that the total education revenues year to date is at 8.37%, \$8,266,504 and that the total education expenditures is at 2.47%, \$2,444,492.

2 FY12 Budget Deficit Reduction Plan

Mrs. Cylke: We provided a letter to the auditor general and the City

agreed to no chargebacks and to reinstate the \$278,000 and included a letter handed to Tom Conlon in August that suggested a change that will not be signed by me.

I will share my sentiment and your concern with them.

3 Proposed FY15 Budget Development Timeline

Mrs. Devine: I stated to reach out to each department that is scheduled to take place in October. In November we will have these meetings to discuss how efficient and effectively we can operate.

In April the Committee votes on a budget. In June the Committee takes another vote on revisions or really for expenses that are unknown. State aid is finalized in June. Once enrollment is set, it stays there. Policy renewals are not in time, they usually happen in July.

In August or September we make the final adjustments.

A budget is a document that changes every hour from one to the next.

Mrs. Cylke: This is a draft and a budget development timeline and a vendor payment report.

4 Proposed Monthly Vendor Expense Report

Mrs. Devine: The City issues all checks on behalf of the School Department. Every month it's not approving the expense because you approve the budget document. This is the operations expense. If there are any suggestions, we are trying to keep it simplified. UCOA requires us to keep it like this.

Mr. Tenreiro: You see this as an approval on a consent agenda?

Mrs. Devine: Essentially it would be a release of cash because the

bills have already been paid.

5 Science NECAP and 6 School Classifications 2013

Mrs. Cylke: We did put Science Coordinator in the budget, but we didn't hire one before I knew we had a teacher in every classroom. We have a shift where Rhode Island is adopting the National standards and moving away from the Rhode Island standards.

Ms. Suriani: The State is flat. There was an immediate bump in the science NECAP scores. Focus was to go to the next generation standards in the next four years. As they internalize, then they will get a better understanding of them. These are the NECAP scores for 2013 and you can see where our schools rank. They have improved, but still have a way to go.

Mrs. Cylke: Proficient with distinction is a four. 41% in the state are proficient and that is saying one in four is proficient. We need to address curriculum, leadership and alignment. There is a disconnect based on the NECAP. When we focused on writing, we showed a significant gain in writing.

Ms. DiCenso: Secondary scores were flat. We focused more on gains.

Mr. Tenreiro: We always talk about equity. We have some cool SmartLabs and there's a big gap.

Ms. DiCenso: As Hersh said we have some growing pains as we become tech savvy; not because of lack of, but we are working on those issues.

Ms. Suriani: School performance is measured by RIDE.

Distinction—students divided by distinction looking for at least 100%

gap closing is a normal preference group and perform students with disabilities and ELL and each school can get 30 points.

Mrs. Cylke: This new system is not as punitive and looking to see gap close by race and disability.

Ms. Suriani: Baseline is target for that year's goal. High schools use two additional components graduation and improvement worth 25 points.

One school met all their targets but had to be greater than 10 and were 10 in that category.

Ms. DiCenso: Points system K-8; Classifications—we have two priority schools, the high schools. These two schools fall into warning status because the graduation rate was below 60%.

Mrs. Cylke: Because Tolman and Shea are in transformation, they will remain in priority status.

Ms. DiCenso: Correct. We are in year two.

Ms. Suriani: Fallon went from warning to typical. It was a big improvement.

Cunningham hit every one of its targets. Winters met 16 out of 16 targets.

Ms. DiCenso: Goff is making progress. Tolman is also improving. We have a lot of blue arrows. They are prioritizing in their buildings.

Mrs. Cylke: Cunningham and Fallon are off. Winters is close and Baldwin is improving.

Cunningham is an outlying school. It's the staff and the leadership.

Ms. DiCenso: You must show growth on adults, not just students.

Ms. Suriani: Greene went into warning status this year. They will be

going into diagnostic screening and looking at categories they missed.

Program sub-groups—students with disabilities and ELL, these students are factored in twice.

Last year they did not meet categories with students with disabilities. They also did not meet with all students.

7 HR MOU City School Department Discussion

Mr. Tenreiro: We invited Mr. Zelazo here this evening because we have come to the point where we are at.

We have an HR draft that was worked on between the two attorneys. This is the most recent draft and it is the one we presented. That contract when you get to the end gets to the same efficiencies, I think we are all looking for and cost savings that both sides are paying whatever it is, 50% for sharing the cost for an HR service. That person would be able to look for the process efficiencies and to get the work done. That's the main goal. The School Committee indicated not only the subcommittee through our prior, not only our attorney but afterward there were certain issues that we had.

We articulated them and they were confidentiality, they were reporting and reporting structure as well as some of the statutory responsibilities that the School Committee and Superintendent have such as administrating the personnel function that is in General Law the responsibility of the Superintendent.

We've been able to articulate those issues and if our last draft gets us to the place that we want to be which is a 50/50 split here of the HR function. I'm wondering if you can specifically articulate what is it

about the current draft that is unacceptable to the City side knowing that I would not even need discussion and I would approve that draft the way it is right now and tomorrow we could put out for a shared service HR position.

What is it about the current draft, not the one from Personnel, but the current draft?

Mr. Zelazo: I'm not sure I can articulate that, Chairman. The reason why I cannot articulate that is because I would differ with the fact that this has been worked on by the two attorneys. I've asked for more clarification as to what changed from the previous version and I haven't received that clarification.

Mr. Tenreiro: What previous version are you referring too?

Mr. Zelazo: The previous one that was discussed on your last agenda.

Mr. Tenreiro: Just to be clear on that, and Mr. Araujo can back me up, the subcommittee submitted to the Personnel Board a draft from the School Committee side and we were supposed to get back together, but instead received a version from the Personnel Board without really any discussion looking for our approval at that time. Then it was the job of the attorneys to come up with the MOU. The School Committee voted contingent upon the MOU.

What is it though because it gets to the same end and the Committee is a bit sensitive to these statutory and some of the other responsibilities. What's the big deal here? Why can't you just accept the most recent draft that we have. Why can't you specifically articulate or have the attorney articulate what is it about it and it can't

just be that RIPEC doesn't like it or says it should be otherwise.

What are the actual reasons? That's the big question the Committee has or at least that I have.

Mr. Zelazo: Two things, first RIPEC has not been involved in the process since you asked them to no longer be involved in the process backed before the Consolidation Committee stopped meeting.

The second response I would have is really the Consolidation Committee meeting in March, I believe, they approved a job description for the HR Director unanimously and that one never went anywhere either. That job description was never voted on by the School Committee.

Mr. Tenreiro: I'm asking about the MOU which is now contingent upon. It gets to the same place. I would vote it right now with 50% each side paying for the HR function. What is it about the current MOU that is unacceptable to the municipal side?

Mr. Zelazo: I believe I answered that to you in an email in the past. I'll say it again; I don't think we're inherently opposed to the latest proposal that's come from Attorney Robinson. However, we haven't had the discussion on it that was requested. We needed clarification on many things including what brought the change from a consolidated department to consolidated services. We haven't had that discussion and I think that is a major impediment to moving forward.

Mr. Coughlin: Before the attorneys could sit down with Deputy

Commissioner, David Abbott last week, emails were flying back and forth saying some people thought Section 16, legal issues versus one HR MOU versus the other one. My question here right now is does this MOU have any conflict with Title 16?

Mr. Robinson: There's a long history to how it got to where it is.

Mr. Coughlin: Does either model conflict with Title 16?

Mr. Robinson: He didn't opine on this. He said he's looked at the legal analysis and he also said this is a classic situation of why it should be back in the subcommittee. There are ways to address it. For example, at this meeting I was concerned if the Superintendent and the School Committee was not happy with this person, what happens. The discussion from the city side was well then that's the end of the agreement. I said don't say that, we need to address that. There were several issues like that that came up in the discussion. He was clear and certainly I recommended to you that it should go back to the subcommittee and try to iron these things out.

Ms. Federico: If I may, Stephanie Federico, Acting Legal Counsel for the City. My understanding from the meeting with Mr. Abbott was neither side violated Title 16. That there was consolidated services point of view that we were really ensuring that the language in the MOU was effective as HR director and management so it was clear who's specific duties and responsibilities were to the Mayor, the Superintendent and then to the School Committee. Wanting to ensure that there was clarifying language that protects both sides. From the shared services perspective as Mr. Robinson has said there was one or two short of the clarification in the language the HR

director now. It's really six of one and half dozen of another. The reason was they really wanted to make sure there was protective language and that the Superintendent and School Committee didn't lose their authority and rights and from the shared services perspective an HR Director and Consolidated job description have the ability to change things and reach those efficiencies. What we have said is go back and determine what model you want and we draft the language from that.

Mr. Coughlin: I think everyone will agree that with Title 16 shared services combining consolidated services is a brand new concept so why are we getting so much resistance to try out a model this School Committee will right now stop, go approve the shared services model. What is the City's opposition of the shared model?

Mr. Zelazo: I'd like to reiterate we are not opposed to this plan. Currently, we have much more information about the previous plan to consolidate a department versus consolidating services. If we have the discussion and push out a proposal, we may love it. But until that discussion happens I cannot take a position or support this specific plan.

Mr. Tenreiro: We had chosen to go through the attorneys and it got to a point where that draft was on the table, the City said sorry we will not accept this the way it is. That's what we are looking for, why?

Mr. Zelazo: Chairman, the City never said that.

Mr. Tenreiro: Did the attorney say that Ms. Federico?

Mr. Zelazo: No.

Mr. Zelazo: No, I can clarify. At your last meeting you directed your

attorney to work with the City's negotiators. Seven days later we got this new MOU. When Stephanie shared that with me and administration, we reviewed it and asked for more clarification as to what changed. Again, consolidated department versus consolidated services, very different so we went back to Attorney Robinson and asked for clarification. That clarification was not provided. So that's what I'm saying to you, I would be happy to have that conversation with you.

Mr. Tenreiro: Is there a shared services agreement that the City would accept?

Mr. Zelazo: Absolutely.

Mr. Tenreiro: There are three of them now; snow removal, trash removal and another and they are shared services and they totally work that way. It's basically the same type of arrangement we're talking about right now. I think we are so close so let's just agree we'll go with this subcommittee. I don't think we even need Dave Abbott. This is the model that the majority of the Committee wants and asks tomorrow so just get over it and do it.

Ms. Bonollo: You have had meetings where you have had to go to your subcommittee where the board didn't show up from Pawtucket and just sent you something at a later date. I'm saying everybody has got to be there if we are going to get it done. I'm very tired of this as are many of the members of this Committee sitting here at this table. If you ask me today, if it doesn't get fixed very soon, I want nothing to do with it. It's taken up too much time as I've said before the money that has been invested in legal fees and meetings would tell the

people that any financial gain is now gone. It's been going on since January. You figure ten people plus ten people's wages. It's gone on too far. It needs to get resolved soon or we need to just let it go and move on.

Mr. Araujo: If we go back to the table with the subcommittee, I would hope that the Chairman and I are voting members of that committee at this point.

Mr. Tenreiro: Part of it was that we provided a job description at the time that was ignored almost in its entirety and given back.

Mr. Araujo: Not to go back in time, but to agree with the Chairman we never really go that feedback back. But I was okay with that we were handed something, I read it, we approved it and I was good with that.

My concern is if we go back to the subcommittee now, will the Personnel Board have to turn around and approve an MOU or is this just on the School Committee side to satisfy our need that the job description was conducive to this MOU? Does the Personnel Board need to approve that? I understand Ms. Bonollo's point and some of the board members are done with it. I do see if the City needs to have an HR director than the efficiencies gained would be that the school department could actually tap into those resources because we do not have an HR director. I don't want to delay the process either.

If we do meet, I hope it would be very, very soon. As an advocate for this consolidation, I'm concerned about that time line and going back to the Personnel Board.

Mr. Zelazo: I'm right there with the members of the committee who feel this has dragged on too long. If you want to use the term fed up,

I'm right there with you.

The Personnel Board is an independent body of the City. They serve to protect the interests of the taxpayers and employees. They need to approve the job description, they've done so. They need to approve the hiring of the HR director. I know that they will be working that out with representatives from the school side. Ultimately would we want the Personnel Board to approve it? I don't think we are legally obligated to; however, they have some expertise that we would certainly want to tap into.

Mr. Tenreiro: If you could just look at the MOU that is currently proposed by the attorneys and tell us if it's acceptable or not. The Personnel Board is not necessary, you just said it. So let's just do it.

Ms. Nordquist: I think with all these emails going around I find this completely unnecessary and this is absolutely ridiculous when a couple of years ago the School Committee and the City agreed to get along and I think we got along better than the email fights that are going on now. Between the you, the two attorneys and Mayor Grebien, Alan.

Mr. Tenreiro: I don't send emails.

Ms. Nordquist: But you are referred to in one for responding. It has to stop. I think we, but not me because I didn't vote for it, for voting for a job description contingent on a MOU that has never even been received. That was a huge mistake. That's what I have been saying from the beginning. We're talking about getting money and we're asking about a one percent step for teachers yet we're spending all this money on legal fees and going to David Abbott about

consolidation.

I just ask that the unprofessionalism stops between all of these emails that are not necessary that I have to read on a daily basis. I probably have over one hundred emails on this one subject.

Mr. Spooner: I'm not going to go through the pregnancy again. Really I'd have triplets by now or quadruplets or whatever else you want to call it. When this thing started way back when this consolidation I thought it was a wonderful idea. I was pumped for it, I was on it. I believe and this is just me, three out of the four departments should have been done by now. We should have just settled this and running the trial periods and let it stand where it will on its merits. Obviously it hasn't happened. I've said this before; it should have never come out of the consolidation committee before it was done. Now it went from that committee to mama, papa, uncle, sister, brother, grandpa involved in it and it's crazy.

Mr. Coughlin got involved and suggested Dave Abbott, good idea at this point, I think. I would like to see whatever those recommendations are between those attorneys get back together with the consolidation committee and please by the next meeting come back with something that both sides agree with. We'll vote it up, we'll vote it down and dear God we can enjoy the holidays. Never have I ever been so disappointed in something.

I want to thank the City people for coming here.

When this all started I said great people, intelligent people, this is a great thing for Pawtucket. With all the other things we have going on; we should be coming to the end of the six month trial going yea or

may. Or let's continue like we did with IT tonight. I'm not talking about it again until it comes to us or it doesn't.

Ms. Cano: I think since the beginning I've been supportive of the consolidation because of the efficiencies and I think that we are really close. I want to second Mr. Spooner's comment in that it is really important to get an agreement from both parties because we are working together for good reason. We should be agreeing right now and we're not agreeing with the little things right now based upon the conversation we have had tonight. It's a matter of being at the same table and getting something that both sides can really look at and have or not. This is a six month trial period like with the IT. If we don't get a MOU that we can try out we will never know if this is going to work. Let's get into an agreement to try it out.

I would also request and ask that at our next meeting we have a final document for us to move on because we don't have one.

Mr. Tenreiro: In an informal conversation I had with Dave Abbott he said HR is not IT. They are very different and we've had certain principals that we have articulated to the community that are concerns and so I don't see why those who don't compromise that make the draft that we currently have be agreed upon tomorrow.

Mr. Araujo: I feel that the committee feels that the spirit of cooperation has been slighted in this process. From what I'm hearing this committee would like to see the subcommittee get back together get this thing done and bring it back to the full committee. It's been about a five or six month pass since we could have hired someone into this position. I think we should get the subcommittee back

together hash this out, bring it back to the committee at its next meeting in a timely manner and vote on it.

Mr. Coughlin raised a good point where he wanted to have the MOU a week before the meeting. Let's do that. I'm ready to do that.

Ms. Bonollo: Please do not bring it back unless we're going to agree and they're going to agree. If it comes to us and we sign it that means that the City will also agree to it. If the City is not going to agree to what comes on this agenda, then don't put it on the agenda.

Mr. Zelazo: Mr. Chairman who would you like to be on this committee?

Mr. Tenreiro: Mr. Araujo, myself will participate. I think you hear the consensus from everyone in supporting the draft that is in front of you. The Superintendent and Ms. Devine, the Chief Financial Officer will also represent the school side.

Mr. Araujo: I originally requested this to be a discussion/action item and it's listed only as a discussion item. Are we able to get a motion to get this rolling?

Mr. Tenreiro: We'll set it up.

XI Superintendent's Report

Mrs. Cylke: Two hundred and twenty six is the official enrollment.

In November, I will be bringing before you an MOU for two Marine JROTC units at the high schools.

I also want to congratulate Mary Parella on the PEP Grant award in the amount of \$585,000. That's great news and I'd like to have Mary back here to talk more about this grant and congratulate her personally.

XII Special Reports of Committee Members

Mr. Araujo: I attended an open house at Agnes Little. They are putting in a new playground from a grant. Well done. Thank you all for coming. Have a good night.

Ms. Bonollo: Good night.

Ms. Cano: I also attend the open houses and at Greene the parent engagement was amazing. Congratulations to the teachers for a good job. Thank you all for coming and have a good night.

Mr. Coughlin: Thank you and good night.

Ms. Nordquist: Congratulations to the students who achieved a four on their NECAPS and the schools who recognize them in the spring. My niece scored a four and I am especially proud of her. Thank you for coming and have a good night.

Mr. Spooner: Halloween will soon be here so please be careful of the little ones. And please don't send anyone to my house because I'm in the mood for tricking, not treating. Only kidding folks. Happy Halloween, be safe and have a good night.

Mr. Tenreiro: Pass.

XIV Adjournment

Mr. Coughlin moved to adjourn. **Ms. Bonollo** seconded.

Voice vote carried all in favor.

The Chairman, **Mr. Tenreiro**, adjourned the regularly scheduled meeting of Tuesday, October, 15, 2013 at 9:20 PM.

Respectfully submitted,

Clerk

Approved 1/14/14